

**AGENDA**



**Recommendation for Council Action (Purchasing)**

Austin City Council	Item ID:	66705	Agenda Number	33.
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Meeting Date:	January 26, 2017
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Department:	Purchasing
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Subject

Authorize an amendment to the contract with SUCCESSFACTORS, AN SAP COMPANY, to provide continued subscription for talent, performance, and learning management software, to increase the term by 24 months in an estimated amount of \$610,158, for two additional 12-month extension options in an estimated amount of \$314,231 for the first extension option, and \$323,658 for the second extension, for a total revised contract amount not to exceed \$2,545,702.

Amount and Source of Funding

Funding in the amount of \$160,674 is available in the Fiscal Year 2016-2017 Operating Budget of Austin Energy. Funding in the amount of \$42,711 is available in the Fiscal Year 2016-2017 Operating Budget of the Public Works Department. Funding for the remaining eight months of the original contract period is contingent upon available funding in future budgets.

Fiscal Note

A fiscal note is not required.

Purchasing Language:	Contract Amendment
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Prior Council Action:	November 3, 2011 – Approved original contract, Item # 28.
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For More Information:	Debbie DePaul, Senior Buyer Specialist, 512-322-6235
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Boards and Commission Action:	January 23, 2017 – To be reviewed by the Electric Utility Commission.
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Related Items:	
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MBE / WBE:	This contract is exempt from the City Code Chapter 2-9C Minority Owned and Women Owned Business Enterprise Procurement Program; therefore, no subcontracting goals were established.
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Additional Backup Information

The contract is for the continuation of a subscription to talent, performance, and learning management software for Austin Energy and Public Works. The software is used for automated Success Strategy Performance Reviews for 2,134 employees, goal planning aligned to strategic objectives, tracking and ensuring training to comply with regulatory requirements, and career/development planning using 360 degree feedback. The software is necessary to help Austin Energy and Public Works enhance employee engagement and plan for current talent development and future leadership needs.

Austin Energy began using this software in 2007 as a result of a competitively solicited procurement. SuccessFactor's software has been used successfully for the past 10 years by Austin Energy, and permits the efficient use of a known system with enhancements including dashboard metrics for performance completion status and rating distribution in real time. This ensures that appropriate documentation is available in support of Municipal Civil Service rules. Additionally, the software provides the ability to conduct talent searches based on employee profiles to offer career development opportunities to employees through job rotations or special project assignments. The software usage expanded in 2015 to include Public Works. Additionally, by virtue of its continued use over the last 10 years, the system now has benefit of a 10-year data repository and is integrated into City processes. The software is proprietary to SuccessFactors, An SAP Company.

The authorization amount requested is based on subscription fees for this software over the anticipated term of the contract.

<b>SUCCESSFACTORS, AN SAP COMPANY</b>				
	<b># months</b>	<b>Contract Amount</b>	<b>Contract Amendment</b>	<b>Revised Amount</b>
Original Term	36	\$ 778,593	n/a	\$ 778,593
Extension Option 1	12	\$ 259,531	n/a	\$ 259,531
Extension Option 2	12	\$ 259,531	n/a	\$ 259,531
Proposed Extension Option 3	24	\$ -	\$ 610,158	\$ 610,158
Proposed Extension Option 4	12	\$ -	\$ 314,231	\$ 314,231
Proposed Extension Option 5	12	\$ -	\$ 323,658	\$ 323,658
<b>TOTAL</b>	<b>108</b>	<b>\$ 1,297,655</b>	<b>\$ 1,248,047</b>	<b>\$ 2,545,702</b>